

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>				1. CONTRACT ID CODE <b>J</b>		PAGE OF PAGES <b>1</b>   <b>56</b>	
2. AMENDMENT/MODIFICATION NO. <b>0002</b>		3. EFFECTIVE DATE <b>07-Oct-2003</b>		4. REQUISITION/PURCHASE REQ. NO. <b>W42HEM-3069-7064</b>		5. PROJECT NO.(If applicable)	
6. ISSUED BY USACE, CONTRACTING DIVISION ATTN: CEMVN-CT, ROOM 172 7400 LEAKE AVE. NEW ORLEANS LA 70118-3651		CODE <b>W912P8</b>		7. ADMINISTERED BY (If other than item 6) <b>See Item 6</b>			
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)				<input checked="" type="checkbox"/> X		9A. AMENDMENT OF SOLICITATION NO. <b>DACW29-03-R-0032</b>	
				<input checked="" type="checkbox"/> X		9B. DATED (SEE ITEM 11) <b>16-May-2003</b>	
						10A. MOD. OF CONTRACT/ORDER NO.	
						10B. DATED (SEE ITEM 13)	
CODE		FACILITY CODE					
<b>11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS</b>							
<input checked="" type="checkbox"/> X The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offer <input checked="" type="checkbox"/> X is extended, <input type="checkbox"/> is not extended.  Offer must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. <b>FAILURE OF YOUR ACKNOWLEDGMENT TO BE          RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN          REJECTION OF YOUR OFFER.</b> If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.							
12. ACCOUNTING AND APPROPRIATION DATA (If required)							
<b>13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.</b>							
A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.							
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(B).							
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:							
D. OTHER (Specify type of modification and authority)							
E. IMPORTANT: Contractor <input type="checkbox"/> is not, <input type="checkbox"/> is required to sign this document and return _____ copies to the issuing office.							
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) <b>Solicitation DACW29-03-R-0032; Aquatic Vegetation Control for Southern Louisiana is hereby amended as follows:</b>  1. The due date for proposals has been revised to 11/07/2003 at 1:00 P.M. 2. Answers to offeror's questions are listed on the SF-30 Continuation page. 3. Solicitation Sections L and M are replaced in their entirety with the attached revised Section L and M. 4. All Wage Determinations in section J are replaced with the latest revisions attached. Replace existing Section J with attached Section J. 5. FAR clause 52.222-42, Statement of Equivalent Rates for Federal Hires is added to the list of full text clauses.							
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.							
15A. NAME AND TITLE OF SIGNER (Type or print)				16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)			
				TEL: _____ EMAIL: _____			
15B. CONTRACTOR/OFFEROR  _____ (Signature of person authorized to sign)		15C. DATE SIGNED		16B. UNITED STATES OF AMERICA  BY _____ (Signature of Contracting Officer)		16C. DATE SIGNED  <b>07-Oct-2003</b>	

EXCEPTION TO SF 30  
APPROVED BY OIRM 11-84

30-105-04

STANDARD FORM 30 (Rev. 10-83)  
Prescribed by GSA  
FAR (48 CFR) 53.243

SECTION SF 30 BLOCK 14 CONTINUATION PAGE

**SUMMARY OF CHANGES**

SECTION SF 1449 - CONTINUATION SHEET

SOLICITATION/CONTRACT FORM

**The required response date/time 07-Nov-2003 01:00 PM has been added.**

The following have been added by full text:

52.222-42 STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES (MAY 1989)

In compliance with the Service Contract Act of 1965, as amended, and the regulations of the Secretary of Labor (29 CFR Part 4), this clause identifies the classes of service employees expected to be employed under the contract and states the wages and fringe benefits payable to each if they were employed by the contracting agency subject to the provisions of 5 U.S.C. 5341 or 5332.

THIS STATEMENT IS FOR INFORMATION ONLY: IT IS NOT A WAGE DETERMINATION

Employee Class	Monetary Wage-Fringe Benefits
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Small Craft Operator WG-07	\$13.52	Listed below
Sprayman WG-09	\$15.72	Listed below
Supervisor WS-05	\$17.46	Listed below

Fringe Benefits

Life and Health Insurance

Retirement

Ten Paid Holidays

Paid Sick Leave

Paid annual leave (Vacation)

(End of clause)

The following have been modified:

52.212-2 EVALUATION--COMMERCIAL ITEMS (JAN 1999)

- (a) The Government will award a contract resulting from this solicitation to the responsible offeror whose offer conforming to the solicitation will be most advantageous to the Government, price and other factors considered. The following factors shall be used to evaluate offers:

Past Performance Sub-Factors including:

- 1) Customer Questionnaire
- 2) Contractor's Experience

Technical Sub-Factors including:

- 1) Equipment/Facilities
- 2) Personnel Experience/Qualifications
- 3) Field Supervision Plan

Other Factors including:

1) Price

Technical and past performance, when combined, are approximately equal to price.

(b) Options. The Government will evaluate offers for award purposes by adding the total price for all options to the total price for the basic requirement. The Government may determine that an offer is unacceptable if the option prices are significantly unbalanced. Evaluation of options shall not obligate the Government to exercise the option(s).

(c) A written notice of award or acceptance of an offer, mailed or otherwise furnished to the successful offeror within the time for acceptance specified in the offer, shall result in a binding contract without further action by either party. Before the offer's specified expiration time, the Government may accept an offer (or part of an offer), whether or not there are negotiations after its receipt, unless a written notice of withdrawal is received before award.

(End of clause)

**ANSWERS ARE PROVIDED TO THE FOLLOWING QUESTIONS RECEIVED IN RESPONSE TO THIS SOLICITATION.**

1. Please clarify what "slightly more" means on p. 67 of the RFP. We note that FAR 15.101-2(b)(2) uses different mandatory language, i.e., "significantly more".

Answer: We have changed the wording to reflect exactly what the FAR specifies. The new language is "When the Past performance and Technical scores are combined they will be approximately equal to Price".

2. The RFP is ambiguous as to whether a tradeoff process is involved per FAR 15. 101-1(a). The synopsis merely states that the award will be on best value. If there is a tradeoff involved, please clarify how you will trade costs for technical scores or vice versa.

Answer: The language has been clarified in Section M to reflect that a trade off will be conducted between the combined past performance and technical rating and the price to achieve the best value to the Government.

3. The RFP is ambiguous as to what occupational classification applies under the SCA wage determinations provided on pp. 30 to 54. If general services and support occupations apply, please clarify which one(s).

Answer: FAR clause 52.222-42 was inadvertently left out of the solicitation. It is included with this amendment. If the wage classifications listed in FAR clause 52.222-42 do not exist, each offeror must follow the directions listed under \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\* at the end of the wage determination to determine the closest existing labor classification. Within 30 days after award of the contract, the successful offeror will be required to follow the conformation process for any unclassified labor categories. This process required the contractor to establish a relationship for a particular labor classification and not the Contracting Officer. A partial reprint of this section follows:

"The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined."

4. Insurance requirements are ambiguous in Section H of the RFP. Please clarify what is "comprehensive chemical damage insurance" Is Jones Act insurance also applicable?

Answer: Remove comprehensive chemical damage insurance from Section H. The successful offeror will be required to maintain insurance required by Federal/State and or Local Governments. The work performed under this contract is considered to be under the Jones Act.

5. Page 64 of Section M of the RFP is ambiguous in that in one paragraph technical and past performance factors are stated to be of "approximately equal weight" and in another paragraph these same factors are listed in their "order of relative importance". Please clarify if you are merely specifying that certain subfactors (e.g., federal over. state government contract experience, etc.) are more important than other subfactors, or correct the ranking terminology used if it is incorrect.

Answer: The relative ranking of sub-factors is explained in the revised Section M.

6. The RFP is ambiguous in C-6.3, because there is a stated 25,000 acres per year limit and then there are monthly average limits listed below which total more than 25,000 acres, i.e., 29,700 acres. Which are the limits?

Answer: Please refer to the note at the bottom of the referenced total. The maximum limit specified in C-6.3 of 25,000 acres is the maximum per year to be sprayed under this contract. The referenced monthly limits will not be reached in most months and are provided to the offeror's to project maximum requirements. In any event the annual total of 25,000 acres will not be exceeded.

As an example the monthly limit may be reached in January and February, then only 1000 in March, and then only 2,000 actually sprayed in April through July. If the maximum is sprayed for the remainder of the year the annual total would be 24,600. This total would be within the 25,000 acre limit of the contract.

7. The links provided for the EM 385-1 Safety Manual do not work.

Answer: Please use the following link: <http://www.mvn.usace.army.mil/safety/>

8. In item 11 of the amendment, do I need to acknowledge that I have read the amendment to the solicitation?

Answer: All amendments must be acknowledged by completing blocks 15A, 15B, 15C of the SF 30 and including the signed copy in volume 3 of the proposal.

(End of Summary of Changes)

**The following items are applicable to this modification:**

**SECTION J**

**SECTION J  
LIST OF ATTACHMENTS**

J-1. The Statement of Equivalent Rates for Federal Hires (FAR 52.222-42) and Department of Labor, Wage Determination(s) No. 94-2231 (Rev. 22), 94-2233 (Rev. 22), 94-2229 (Rev. 20), and 94-2505 (Rev. 20) are attached and made a part of this solicitation and resulting contract.

The existing U.S. Department of Labor, Wage Rate Determinations are applicable and remain in full force and effect. Any applicable job title(s) not listed will be addressed in accordance with paragraph entitled "Request for Authorization of Additional Classification and Wage Rate (Standard Form 1444 (SF 1444))."

J-2. Listing of quadrangle maps showing waterways where treatment may be required.

J-3. Listing of named waterways where treatment has been required in the past.

(END OF SECTION J)

# ATTACHMENT J-1

## WAGE DETERMINATIONS

WAGE DETERMINATION NO: 94-2231 REV (22) AREA: LA,BATON ROUGE

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WAGE DETERMINATION NO: 94-2231 REV (22) AREA: LA,BATON ROUGE  
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2231
Director	Wage Determinations	Revision No.: 22
		Date Of Last Revision: 09/11/2003

State: Louisiana

Area: Louisiana Parishes of Ascension, Assumption, East Baton Rouge, East Feliciana, Iberia, Iberville, Livingston, Pointe Coupee, Saint James, St Helena, St Landry, St Martin, St Mary, Tangipahoa, West Baton Rouge, West Feliciana

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\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.09
01012 - Accounting Clerk II	11.64
01013 - Accounting Clerk III	14.83
01014 - Accounting Clerk IV	16.60
01030 - Court Reporter	16.07
01050 - Dispatcher, Motor Vehicle	14.72
01060 - Document Preparation Clerk	10.19
01070 - Messenger (Courier)	8.58
01090 - Duplicating Machine Operator	10.19
01110 - Film/Tape Librarian	8.78
01115 - General Clerk I	8.66
01116 - General Clerk II	9.72
01117 - General Clerk III	10.62
01118 - General Clerk IV	11.91
01120 - Housing Referral Assistant	15.88
01131 - Key Entry Operator I	9.34
01132 - Key Entry Operator II	10.62
01191 - Order Clerk I	10.09
01192 - Order Clerk II	11.64
01261 - Personnel Assistant (Employment) I	10.87
01262 - Personnel Assistant (Employment) II	12.22
01263 - Personnel Assistant (Employment) III	16.80
01264 - Personnel Assistant (Employment) IV	17.38
01270 - Production Control Clerk	14.86
01290 - Rental Clerk	8.78

01300 - Scheduler, Maintenance	10.56
01311 - Secretary I	10.56
01312 - Secretary II	15.97
01313 - Secretary III	16.52
01314 - Secretary IV	18.77
01315 - Secretary V	20.78
01320 - Service Order Dispatcher	10.23
01341 - Stenographer I	11.06
01342 - Stenographer II	12.51
01400 - Supply Technician	19.84
01420 - Survey Worker (Interviewer)	13.28
01460 - Switchboard Operator-Receptionist	9.42
01510 - Test Examiner	15.97
01520 - Test Proctor	15.97
01531 - Travel Clerk I	9.91
01532 - Travel Clerk II	10.45
01533 - Travel Clerk III	11.03
01611 - Word Processor I	9.57
01612 - Word Processor II	11.18
01613 - Word Processor III	13.08
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.88
03041 - Computer Operator I	11.80
03042 - Computer Operator II	13.17
03043 - Computer Operator III	17.38
03044 - Computer Operator IV	19.34
03045 - Computer Operator V	21.40
03071 - Computer Programmer I (1)	15.32
03072 - Computer Programmer II (1)	17.38
03073 - Computer Programmer III (1)	21.84
03074 - Computer Programmer IV (1)	23.84
03101 - Computer Systems Analyst I (1)	21.67
03102 - Computer Systems Analyst II (1)	27.57
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.17
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.96
05010 - Automotive Glass Installer	16.05
05040 - Automotive Worker	16.05
05070 - Electrician, Automotive	16.99
05100 - Mobile Equipment Servicer	14.15
05130 - Motor Equipment Metal Mechanic	17.96
05160 - Motor Equipment Metal Worker	16.05
05190 - Motor Vehicle Mechanic	17.96
05220 - Motor Vehicle Mechanic Helper	14.15
05250 - Motor Vehicle Upholstery Worker	14.96
05280 - Motor Vehicle Wrecker	16.05
05310 - Painter, Automotive	16.99
05340 - Radiator Repair Specialist	16.05
05370 - Tire Repairer	13.67
05400 - Transmission Repair Specialist	17.96
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.51
07010 - Baker	9.69

07041 - Cook I	7.10
07042 - Cook II	8.43
07070 - Dishwasher	6.23
07130 - Meat Cutter	10.74
07250 - Waiter/Waitress	6.13
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.99
09040 - Furniture Handler	10.49
09070 - Furniture Refinisher	16.99
09100 - Furniture Refinisher Helper	12.73
09110 - Furniture Repairer, Minor	14.96
09130 - Upholsterer	16.99
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.41
11060 - Elevator Operator	7.33
11090 - Gardener	8.21
11121 - House Keeping Aid I	6.45
11122 - House Keeping Aid II	7.41
11150 - Janitor	7.41
11210 - Laborer, Grounds Maintenance	7.41
11240 - Maid or Houseman	6.80
11270 - Pest Controller	8.23
11300 - Refuse Collector	7.32
11330 - Tractor Operator	9.12
11360 - Window Cleaner	7.41
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.19
12071 - Licensed Practical Nurse I	11.49
12072 - Licensed Practical Nurse II	12.89
12073 - Licensed Practical Nurse III	14.42
12100 - Medical Assistant	9.77
12130 - Medical Laboratory Technician	13.60
12160 - Medical Record Clerk	9.95
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.10
12222 - Nursing Assistant II	7.98
12223 - Nursing Assistant III	8.71
12224 - Nursing Assistant IV	9.77
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.13
12311 - Registered Nurse I	17.13
12312 - Registered Nurse II	20.97
12313 - Registered Nurse II, Specialist	20.97
12314 - Registered Nurse III	25.37
12315 - Registered Nurse III, Anesthetist	25.37
12316 - Registered Nurse IV	30.38
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.17
13011 - Exhibits Specialist I	10.59
13012 - Exhibits Specialist II	16.38
13013 - Exhibits Specialist III	16.92
13041 - Illustrator I	10.93

13042 - Illustrator II	16.92	13043
- Illustrator III	20.69	
13047 - Librarian	19.29	
13050 - Library Technician	13.74	
13071 - Photographer I	11.44	
13072 - Photographer II	17.69	
13073 - Photographer III	17.69	
13074 - Photographer IV	21.64	
13075 - Photographer V	26.19	
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations		
15010 - Assembler	6.95	
15030 - Counter Attendant	6.95	
15040 - Dry Cleaner	8.86	
15070 - Finisher, Flatwork, Machine	6.95	
15090 - Presser, Hand	6.95	
15100 - Presser, Machine, Drycleaning	6.95	
15130 - Presser, Machine, Shirts	6.95	
15160 - Presser, Machine, Wearing Apparel, Laundry	6.95	
15190 - Sewing Machine Operator	9.50	
15220 - Tailor	10.14	
15250 - Washer, Machine	7.59	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)	16.99	
19040 - Tool and Die Maker	20.71	
21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator	14.38	
21020 - Material Coordinator	14.96	
21030 - Material Expediter	14.96	
21040 - Material Handling Laborer	10.79	
21050 - Order Filler	11.55	
21071 - Forklift Operator	12.73	
21080 - Production Line Worker (Food Processing)	12.73	
21100 - Shipping/Receiving Clerk	10.67	
21130 - Shipping Packer	10.52	
21140 - Store Worker I	8.39	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.77	
21210 - Tools and Parts Attendant	12.73	
21400 - Warehouse Specialist	12.73	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	17.96	
23040 - Aircraft Mechanic Helper	12.73	
23050 - Aircraft Quality Control Inspector	18.89	
23060 - Aircraft Servicer	14.96	
23070 - Aircraft Worker	16.05	
23100 - Appliance Mechanic	16.99	
23120 - Bicycle Repairer	13.67	
23125 - Cable Splicer	19.82	
23130 - Carpenter, Maintenance	16.99	
23140 - Carpet Layer	16.05	
23160 - Electrician, Maintenance	19.88	
23181 - Electronics Technician, Maintenance I	17.95	
23182 - Electronics Technician, Maintenance II	21.41	
23183 - Electronics Technician, Maintenance III	22.61	
23260 - Fabric Worker	14.96	

23290 - Fire Alarm System Mechanic	17.96
23310 - Fire Extinguisher Repairer	14.15
23340 - Fuel Distribution System Mechanic	18.25
23370 - General Maintenance Worker	16.05
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.96
23430 - Heavy Equipment Mechanic	17.96
23440 - Heavy Equipment Operator	17.96
23460 - Instrument Mechanic	17.96
23470 - Laborer	7.41
23500 - Locksmith	16.99
23530 - Machinery Maintenance Mechanic	19.68
23550 - Machinist, Maintenance	17.96
23580 - Maintenance Trades Helper	12.73
23640 - Millwright	18.08
23700 - Office Appliance Repairer	16.99
23740 - Painter, Aircraft	18.69
23760 - Painter, Maintenance	16.99
23790 - Pipefitter, Maintenance	18.10
23800 - Plumber, Maintenance	17.12
23820 - Pneudraulic Systems Mechanic	17.96
23850 - Rigger	17.96
23870 - Scale Mechanic	16.05
23890 - Sheet-Metal Worker, Maintenance	17.96
23910 - Small Engine Mechanic	16.05
23930 - Telecommunication Mechanic I	17.96
23931 - Telecommunication Mechanic II	18.89
23950 - Telephone Lineman	17.96
23960 - Welder, Combination, Maintenance	17.96
23965 - Well Driller	17.96
23970 - Woodcraft Worker	17.96
23980 - Woodworker	15.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.60
24580 - Child Care Center Clerk	11.99
24600 - Chore Aid	6.52
24630 - Homemaker	15.82
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	19.76
25040 - Sewage Plant Operator	16.99
25070 - Stationary Engineer	19.76
25190 - Ventilation Equipment Tender	12.73
25210 - Water Treatment Plant Operator	16.99
27000 - Protective Service Occupations	
(not set) - Police Officer	14.75
27004 - Alarm Monitor	10.50
27006 - Corrections Officer	12.64
27010 - Court Security Officer	12.39
27040 - Detention Officer	12.64
27070 - Firefighter	13.13
27101 - Guard I	8.34
27102 - Guard II	9.83
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.06
28020 - Hatch Tender	16.06

28030 - Line Handler	16.06
28040 - Stevedore I	14.96
28050 - Stevedore II	16.99
29000 - Technical Occupations	
21150 - Graphic Artist	15.57
29010 - Air Traffic Control Specialist, Center (2)	29.09
29011 - Air Traffic Control Specialist, Station (2)	20.06
29012 - Air Traffic Control Specialist, Terminal (2)	22.09
29023 - Archeological Technician I	11.83
29024 - Archeological Technician II	13.21
29025 - Archeological Technician III	16.38
29030 - Cartographic Technician	17.39
29035 - Computer Based Training (CBT) Specialist/ Instructor	21.31
29040 - Civil Engineering Technician	15.98
29061 - Drafter I	9.85
29062 - Drafter II	10.02
29063 - Drafter III	10.59
29064 - Drafter IV	16.38
29081 - Engineering Technician I	10.63
29082 - Engineering Technician II	10.81
29083 - Engineering Technician III	11.44
29084 - Engineering Technician IV	17.69
29085 - Engineering Technician V	21.64
29086 - Engineering Technician VI	26.19
29090 - Environmental Technician	16.70
29100 - Flight Simulator/Instructor (Pilot)	27.57
29160 - Instructor	19.23
29210 - Laboratory Technician	16.91
29240 - Mathematical Technician	16.38
29361 - Paralegal/Legal Assistant I	15.27
29362 - Paralegal/Legal Assistant II	17.95
29363 - Paralegal/Legal Assistant III	21.97
29364 - Paralegal/Legal Assistant IV	26.57
29390 - Photooptics Technician	17.69
29480 - Technical Writer	23.83
29491 - Unexploded Ordnance (UXO) Technician I	18.49
29492 - Unexploded Ordnance (UXO) Technician II	22.37
29493 - Unexploded Ordnance (UXO) Technician III	26.81
29494 - Unexploded (UXO) Safety Escort	18.49
29495 - Unexploded (UXO) Sweep Personnel	18.49
29620 - Weather Observer, Senior (3)	18.21
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.37
29622 - Weather Observer, Upper Air (3)	16.37
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	17.28
31260 - Parking and Lot Attendant	7.40
31290 - Shuttle Bus Driver	12.69
31300 - Taxi Driver	7.60
31361 - Truckdriver, Light Truck	13.23
31362 - Truckdriver, Medium Truck	14.74
31363 - Truckdriver, Heavy Truck	15.39
31364 - Truckdriver, Tractor-Trailer	15.39
99000 - Miscellaneous Occupations	

99020 - Animal Caretaker	7.58
99030 - Cashier	7.85
99041 - Carnival Equipment Operator	9.62
99042 - Carnival Equipment Repairer	10.48
99043 - Carnival Worker	7.11
99050 - Desk Clerk	9.60
99095 - Embalmer	18.23
99300 - Lifeguard	9.42
99310 - Mortician	18.23
99350 - Park Attendant (Aide)	12.20
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.97
99500 - Recreation Specialist	13.32
99510 - Recycling Worker	8.21
99610 - Sales Clerk	9.14
99620 - School Crossing Guard (Crosswalk Attendant)	15.67
99630 - Sport Official	9.42
99658 - Survey Party Chief (Chief of Party)	15.24
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.08
99660 - Surveying Aide	9.55
99690 - Swimming Pool Operator	9.11
99720 - Vending Machine Attendant	7.23
99730 - Vending Machine Repairer	9.11
99740 - Vending Machine Repairer Helper	7.23

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic

rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of

Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination.

Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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**WAGE DETERMINATION NO: 94-2233 REV (22) AREA: LA,NEW ORLEANS**

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
WASHINGTON D.C. 20210

William W.Gross                      Division of  
Director                      Wage Determinations | Wage Determination No.: 1994-2233  
Revision No.: 22  
Date Of Last Revision: 05/30/2003

State: Louisiana

Area: Louisiana Parishes of Jefferson, Lafourche, Orleans, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	7.87
01012 - Accounting Clerk II	9.75
01013 - Accounting Clerk III	11.46
01014 - Accounting Clerk IV	13.85
01030 - Court Reporter	13.44
01050 - Dispatcher, Motor Vehicle	12.42
01060 - Document Preparation Clerk	11.51
01070 - Messenger (Courier)	8.27
01090 - Duplicating Machine Operator	11.51
01110 - Film/Tape Librarian	10.93
01115 - General Clerk I	6.02
01116 - General Clerk II	8.48
01117 - General Clerk III	9.86
01118 - General Clerk IV	11.84
01120 - Housing Referral Assistant	15.74
01131 - Key Entry Operator I	9.47
01132 - Key Entry Operator II	11.56
01191 - Order Clerk I	10.43
01192 - Order Clerk II	12.41
01261 - Personnel Assistant (Employment) I	7.67
01262 - Personnel Assistant (Employment) II	9.19
01263 - Personnel Assistant (Employment) III	12.56
01264 - Personnel Assistant (Employment) IV	13.02
01270 - Production Control Clerk	15.04
01290 - Rental Clerk	11.28
01300 - Scheduler, Maintenance	11.41
01311 - Secretary I	11.41
01312 - Secretary II	13.10
01313 - Secretary III	15.74
01314 - Secretary IV	19.09
01315 - Secretary V	22.22
01320 - Service Order Dispatcher	11.19
01341 - Stenographer I	12.21
01342 - Stenographer II	12.38

01400 - Supply Technician	19.09
01420 - Survey Worker (Interviewer)	10.80
01460 - Switchboard Operator-Receptionist	8.99
01510 - Test Examiner	13.10
01520 - Test Proctor	13.10
01531 - Travel Clerk I	10.49
01532 - Travel Clerk II	11.06
01533 - Travel Clerk III	11.67
01611 - Word Processor I	9.59
01612 - Word Processor II	12.51
01613 - Word Processor III	14.23
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	9.63
03041 - Computer Operator I	9.63
03042 - Computer Operator II	10.83
03043 - Computer Operator III	12.50
03044 - Computer Operator IV	13.87
03045 - Computer Operator V	15.38
03071 - Computer Programmer I (1)	15.51
03072 - Computer Programmer II (1)	17.86
03073 - Computer Programmer III (1)	22.13
03074 - Computer Programmer IV (1)	26.59
03101 - Computer Systems Analyst I (1)	19.15
03102 - Computer Systems Analyst II (1)	25.02
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.49
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	15.66
05010 - Automotive Glass Installer	13.85
05040 - Automotive Worker	13.85
05070 - Electrician, Automotive	14.81
05100 - Mobile Equipment Servicer	11.91
05130 - Motor Equipment Metal Mechanic	15.66
05160 - Motor Equipment Metal Worker	13.85
05190 - Motor Vehicle Mechanic	15.66
05220 - Motor Vehicle Mechanic Helper	10.95
05250 - Motor Vehicle Upholstery Worker	12.89
05280 - Motor Vehicle Wrecker	13.85
05310 - Painter, Automotive	14.81
05340 - Radiator Repair Specialist	13.85
05370 - Tire Repairer	11.51
05400 - Transmission Repair Specialist	15.66
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.86
07010 - Baker	9.47
07041 - Cook I	8.17
07042 - Cook II	9.50
07070 - Dishwasher	6.86
07130 - Meat Cutter	10.49
07250 - Waiter/Waitress	6.09
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.81
09040 - Furniture Handler	10.80
09070 - Furniture Refinisher	14.81

09100 - Furniture Refinisher Helper	10.95
09110 - Furniture Repairer, Minor	12.89
09130 - Upholsterer	14.81
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.37
11060 - Elevator Operator	7.37
11090 - Gardener	10.32
11121 - House Keeping Aid I	6.86
11122 - House Keeping Aid II	7.62
11150 - Janitor	7.78
11210 - Laborer, Grounds Maintenance	8.59
11240 - Maid or Houseman	6.68
11270 - Pest Controller	11.08
11300 - Refuse Collector	7.90
11330 - Tractor Operator	9.95
11360 - Window Cleaner	8.72
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.87
12071 - Licensed Practical Nurse I	11.00
12072 - Licensed Practical Nurse II	12.82
12073 - Licensed Practical Nurse III	13.97
12100 - Medical Assistant	9.77
12130 - Medical Laboratory Technician	13.12
12160 - Medical Record Clerk	11.18
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.48
12222 - Nursing Assistant II	8.41
12223 - Nursing Assistant III	9.18
12224 - Nursing Assistant IV	10.29
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	10.55
12311 - Registered Nurse I	17.60
12312 - Registered Nurse II	22.82
12313 - Registered Nurse II, Specialist	25.53
12314 - Registered Nurse III	29.36
12315 - Registered Nurse III, Anesthetist	29.36
12316 - Registered Nurse IV	35.18
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	15.71
13011 - Exhibits Specialist I	15.97
13012 - Exhibits Specialist II	18.68
13013 - Exhibits Specialist III	22.79
13041 - Illustrator I	15.97
13042 - Illustrator II	18.68
13043 - Illustrator III	22.79
13047 - Librarian	18.30
13050 - Library Technician	10.80
13071 - Photographer I	13.59
13072 - Photographer II	15.97
13073 - Photographer III	18.68
13074 - Photographer IV	22.79
13075 - Photographer V	27.64

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.95
15030 - Counter Attendant	6.95
15040 - Dry Cleaner	8.86
15070 - Finisher, Flatwork, Machine	6.95
15090 - Presser, Hand	6.95
15100 - Presser, Machine, Drycleaning	6.95
15130 - Presser, Machine, Shirts	6.95
15160 - Presser, Machine, Wearing Apparel, Laundry	6.95
15190 - Sewing Machine Operator	9.50
15220 - Tailor	10.14
15250 - Washer, Machine	7.59
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.10
19040 - Tool and Die Maker	18.42
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.07
21020 - Material Coordinator	15.11
21030 - Material Expediter	15.11
21040 - Material Handling Laborer	14.29
21050 - Order Filler	10.32
21071 - Forklift Operator	12.42
21080 - Production Line Worker (Food Processing)	10.83
21100 - Shipping/Receiving Clerk	11.87
21130 - Shipping Packer	11.87
21140 - Store Worker I	8.63
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	10.32
21210 - Tools and Parts Attendant	12.42
21400 - Warehouse Specialist	12.42
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.61
23040 - Aircraft Mechanic Helper	13.72
23050 - Aircraft Quality Control Inspector	20.62
23060 - Aircraft Servicer	16.13
23070 - Aircraft Worker	17.35
23100 - Appliance Mechanic	15.01
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	18.01
23130 - Carpenter, Maintenance	14.81
23140 - Carpet Layer	13.85
23160 - Electrician, Maintenance	16.93
23181 - Electronics Technician, Maintenance I	17.68
23182 - Electronics Technician, Maintenance II	18.62
23183 - Electronics Technician, Maintenance III	19.72
23260 - Fabric Worker	12.89
23290 - Fire Alarm System Mechanic	16.30
23310 - Fire Extinguisher Repairer	12.41
23340 - Fuel Distribution System Mechanic	17.23
23370 - General Maintenance Worker	13.95
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.01
23430 - Heavy Equipment Mechanic	15.90
23440 - Heavy Equipment Operator	15.42
23460 - Instrument Mechanic	18.82
23470 - Laborer	8.80

23500 - Locksmith	14.81
23530 - Machinery Maintenance Mechanic	17.30
23550 - Machinist, Maintenance	18.45
23580 - Maintenance Trades Helper	10.95
23640 - Millwright	17.85
23700 - Office Appliance Repairer	15.00
23740 - Painter, Aircraft	15.76
23760 - Painter, Maintenance	14.81
23790 - Pipefitter, Maintenance	17.37
23800 - Plumber, Maintenance	16.43
23820 - Pneudraulic Systems Mechanic	16.04
23850 - Rigger	15.66
23870 - Scale Mechanic	13.97
23890 - Sheet-Metal Worker, Maintenance	15.66
23910 - Small Engine Mechanic	15.93
23930 - Telecommunication Mechanic I	20.06
23931 - Telecommunication Mechanic II	21.10
23950 - Telephone Lineman	20.06
23960 - Welder, Combination, Maintenance	15.66
23965 - Well Driller	16.04
23970 - Woodcraft Worker	16.04
23980 - Woodworker	11.91
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.82
24580 - Child Care Center Clerk	11.57
24600 - Chore Aid	6.32
24630 - Homemaker	14.78
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16.13
25040 - Sewage Plant Operator	14.81
25070 - Stationary Engineer	16.13
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant Operator	14.81
27000 - Protective Service Occupations	
(not set) - Police Officer	14.75
27004 - Alarm Monitor	10.52
27006 - Corrections Officer	10.87
27010 - Court Security Officer	12.33
27040 - Detention Officer	10.87
27070 - Firefighter	12.98
27101 - Guard I	7.41
27102 - Guard II	11.70
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.85
28020 - Hatch Tender	18.07
28030 - Line Handler	18.07
28040 - Stevedore I	14.62
28050 - Stevedore II	16.79
29000 - Technical Occupations	
21150 - Graphic Artist	17.80
29010 - Air Traffic Control Specialist, Center (2)	29.10
29011 - Air Traffic Control Specialist, Station (2)	20.07
29012 - Air Traffic Control Specialist, Terminal (2)	22.09
29023 - Archeological Technician I	14.70

29024 - Archeological Technician II	16.43
29025 - Archeological Technician III	20.35
29030 - Cartographic Technician	23.42
29035 - Computer Based Training (CBT) Specialist/ Instructor	20.47
29040 - Civil Engineering Technician	20.55
29061 - Drafter I	14.84
29062 - Drafter II	17.03
29063 - Drafter III	19.46
29064 - Drafter IV	23.42
29081 - Engineering Technician I	15.26
29082 - Engineering Technician II	16.86
29083 - Engineering Technician III	18.94
29084 - Engineering Technician IV	22.59
29085 - Engineering Technician V	27.64
29086 - Engineering Technician VI	30.84
29090 - Environmental Technician	22.92
29100 - Flight Simulator/Instructor (Pilot)	26.99
29160 - Instructor	18.86
29210 - Laboratory Technician	16.39
29240 - Mathematical Technician	21.92
29361 - Paralegal/Legal Assistant I	13.08
29362 - Paralegal/Legal Assistant II	17.28
29363 - Paralegal/Legal Assistant III	21.14
29364 - Paralegal/Legal Assistant IV	25.59
29390 - Photooptics Technician	21.92
29480 - Technical Writer	21.81
29491 - Unexploded Ordnance (UXO) Technician I	18.49
29492 - Unexploded Ordnance (UXO) Technician II	22.37
29493 - Unexploded Ordnance (UXO) Technician III	26.81
29494 - Unexploded (UXO) Safety Escort	18.49
29495 - Unexploded (UXO) Sweep Personnel	18.49
29620 - Weather Observer, Senior (3)	16.21
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	13.33
29622 - Weather Observer, Upper Air (3)	13.33
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12.75
31260 - Parking and Lot Attendant	7.29
31290 - Shuttle Bus Driver	10.27
31300 - Taxi Driver	8.57
31361 - Truckdriver, Light Truck	11.48
31362 - Truckdriver, Medium Truck	13.28
31363 - Truckdriver, Heavy Truck	14.33
31364 - Truckdriver, Tractor-Trailer	14.33
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	7.29
99030 - Cashier	7.18
99041 - Carnival Equipment Operator	9.78
99042 - Carnival Equipment Repairer	10.64
99043 - Carnival Worker	7.18
99050 - Desk Clerk	8.82
99095 - Embalmer	18.23
99300 - Lifeguard	9.72
99310 - Mortician	18.23

99350 - Park Attendant (Aide)	12.20
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.70
99500 - Recreation Specialist	12.20
99510 - Recycling Worker	10.76
99610 - Sales Clerk	8.95
99620 - School Crossing Guard (Crosswalk Attendant)	6.66
99630 - Sport Official	9.47
99658 - Survey Party Chief (Chief of Party)	14.82
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.46
99660 - Surveying Aide	10.95
99690 - Swimming Pool Operator	11.83
99720 - Vending Machine Attendant	10.76
99730 - Vending Machine Repairer	13.60
99740 - Vending Machine Repairer Helper	10.76

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the

work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

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- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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**WAGE DETERMINATION NO: 94-2229 REV (20) AREA: LA,ALEXANDRIA**

WAGE DETERMINATION NO: **94-2229** REV (20) AREA: LA,ALEXANDRIA

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
WASHINGTON D.C. 20210

William W.Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2229  
Revision No.: 20  
Date Of Last Revision: 09/04/2003

State: Louisiana

Area: Louisiana Parishes of Acadia, Allen, Avoyelles, Beauregard, Caldwell,  
Catahoula, Concordia, Evangeline, Franklin, Grant, La Salle, Natchitoches,  
Rapides, Sabine, Tensas, Vernon, Winn

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.47
01012 - Accounting Clerk II	10.66
01013 - Accounting Clerk III	13.96
01014 - Accounting Clerk IV	15.19
01030 - Court Reporter	12.66
01050 - Dispatcher, Motor Vehicle	9.66
01060 - Document Preparation Clerk	9.27
01070 - Messenger (Courier)	7.43
01090 - Duplicating Machine Operator	9.27
01110 - Film/Tape Librarian	12.02
01115 - General Clerk I	8.40
01116 - General Clerk II	9.30
01117 - General Clerk III	10.23
01118 - General Clerk IV	12.93
01120 - Housing Referral Assistant	14.59
01131 - Key Entry Operator I	8.96
01132 - Key Entry Operator II	11.37
01191 - Order Clerk I	10.11
01192 - Order Clerk II	11.95
01261 - Personnel Assistant (Employment) I	9.19
01262 - Personnel Assistant (Employment) II	10.93
01263 - Personnel Assistant (Employment) III	12.24
01264 - Personnel Assistant (Employment) IV	15.15
01270 - Production Control Clerk	14.33
01290 - Rental Clerk	10.95
01300 - Scheduler, Maintenance	11.30
01311 - Secretary I	11.30
01312 - Secretary II	12.55
01313 - Secretary III	14.59
01314 - Secretary IV	16.21
01315 - Secretary V	17.65
01320 - Service Order Dispatcher	13.82

01341 - Stenographer I	9.47
01342 - Stenographer II	10.12
01400 - Supply Technician	15.19
01420 - Survey Worker (Interviewer)	12.21
01460 - Switchboard Operator-Receptionist	8.83
01510 - Test Examiner	12.55
01520 - Test Proctor	12.55
01531 - Travel Clerk I	8.90
01532 - Travel Clerk II	9.63
01533 - Travel Clerk III	10.16
01611 - Word Processor I	8.85
01612 - Word Processor II	9.98
01613 - Word Processor III	11.06
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	8.99
03041 - Computer Operator I	10.38
03042 - Computer Operator II	12.50
03043 - Computer Operator III	15.00
03044 - Computer Operator IV	16.65
03045 - Computer Operator V	18.49
03071 - Computer Programmer I (1)	13.99
03072 - Computer Programmer II (1)	17.34
03073 - Computer Programmer III (1)	20.87
03074 - Computer Programmer IV (1)	21.91
03101 - Computer Systems Analyst I (1)	17.56
03102 - Computer Systems Analyst II (1)	20.81
03103 - Computer Systems Analyst III (1)	23.93
03160 - Peripheral Equipment Operator	10.03
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	14.50
05010 - Automotive Glass Installer	12.76
05040 - Automotive Worker	12.76
05070 - Electrician, Automotive	13.63
05100 - Mobile Equipment Servicer	11.17
05130 - Motor Equipment Metal Mechanic	14.50
05160 - Motor Equipment Metal Worker	13.15
05190 - Motor Vehicle Mechanic	14.50
05220 - Motor Vehicle Mechanic Helper	10.15
05250 - Motor Vehicle Upholstery Worker	12.04
05280 - Motor Vehicle Wrecker	12.76
05310 - Painter, Automotive	13.63
05340 - Radiator Repair Specialist	12.76
05370 - Tire Repairer	10.79
05400 - Transmission Repair Specialist	14.50
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.44
07010 - Baker	11.30
07041 - Cook I	8.41
07042 - Cook II	10.23
07070 - Dishwasher	6.63
07130 - Meat Cutter	10.23
07250 - Waiter/Waitress	7.04
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	13.63

09040 - Furniture Handler	9.68
09070 - Furniture Refinisher	13.63
09100 - Furniture Refinisher Helper	10.15
09110 - Furniture Repairer, Minor	12.04
09130 - Upholsterer	13.63
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.15
11060 - Elevator Operator	7.95
11090 - Gardener	8.94
11121 - House Keeping Aid I	6.49
11122 - House Keeping Aid II	7.14
11150 - Janitor	7.74
11210 - Laborer, Grounds Maintenance	8.01
11240 - Maid or Houseman	6.31
11270 - Pest Controller	10.65
11300 - Refuse Collector	8.31
11330 - Tractor Operator	7.16
11360 - Window Cleaner	8.61
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.13
12071 - Licensed Practical Nurse I	10.88
12072 - Licensed Practical Nurse II	12.22
12073 - Licensed Practical Nurse III	13.66
12100 - Medical Assistant	10.97
12130 - Medical Laboratory Technician	12.96
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.27
12222 - Nursing Assistant II	8.17
12223 - Nursing Assistant III	8.92
12224 - Nursing Assistant IV	10.00
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.86
12311 - Registered Nurse I	16.37
12312 - Registered Nurse II	20.02
12313 - Registered Nurse II, Specialist	20.02
12314 - Registered Nurse III	24.24
12315 - Registered Nurse III, Anesthetist	24.24
12316 - Registered Nurse IV	29.05
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.59
13011 - Exhibits Specialist I	11.61
13012 - Exhibits Specialist II	13.85
13013 - Exhibits Specialist III	17.78
13041 - Illustrator I	11.61
13042 - Illustrator II	13.85
13043 - Illustrator III	17.78
13047 - Librarian	17.82
13050 - Library Technician	11.35
13071 - Photographer I	10.46
13072 - Photographer II	12.49
13073 - Photographer III	16.02

13074 - Photographer IV	17.79
13075 - Photographer V	19.75
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.34
15030 - Counter Attendant	6.34
15040 - Dry Cleaner	7.60
15070 - Finisher, Flatwork, Machine	6.34
15090 - Presser, Hand	6.34
15100 - Presser, Machine, Drycleaning	6.34
15130 - Presser, Machine, Shirts	6.34
15160 - Presser, Machine, Wearing Apparel, Laundry	6.34
15190 - Sewing Machine Operator	8.02
15220 - Tailor	8.68
15250 - Washer, Machine	7.16
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	13.63
19040 - Tool and Die Maker	16.99
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.72
21020 - Material Coordinator	10.23
21030 - Material Expediter	10.23
21040 - Material Handling Laborer	9.84
21050 - Order Filler	9.92
21071 - Forklift Operator	11.87
21080 - Production Line Worker (Food Processing)	10.23
21100 - Shipping/Receiving Clerk	11.04
21130 - Shipping Packer	10.19
21140 - Store Worker I	8.41
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.44
21210 - Tools and Parts Attendant	11.13
21400 - Warehouse Specialist	9.85
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.17
23040 - Aircraft Mechanic Helper	12.84
23050 - Aircraft Quality Control Inspector	19.40
23060 - Aircraft Servicer	15.22
23070 - Aircraft Worker	16.15
23100 - Appliance Mechanic	13.63
23120 - Bicycle Repairer	10.79
23125 - Cable Splicer	15.95
23130 - Carpenter, Maintenance	13.63
23140 - Carpet Layer	12.76
23160 - Electrician, Maintenance	16.55
23181 - Electronics Technician, Maintenance I	14.68
23182 - Electronics Technician, Maintenance II	15.94
23183 - Electronics Technician, Maintenance III	17.37
23260 - Fabric Worker	11.76
23290 - Fire Alarm System Mechanic	14.50
23310 - Fire Extinguisher Repairer	11.17
23340 - Fuel Distribution System Mechanic	15.79
23370 - General Maintenance Worker	13.32
23400 - Heating, Refrigeration and Air Conditioning Mechanic	14.50
23430 - Heavy Equipment Mechanic	18.13
23440 - Heavy Equipment Operator	14.50

23460 - Instrument Mechanic	16.67
23470 - Laborer	9.67
23500 - Locksmith	13.63
23530 - Machinery Maintenance Mechanic	14.50
23550 - Machinist, Maintenance	14.50
23580 - Maintenance Trades Helper	11.17
23640 - Millwright	14.50
23700 - Office Appliance Repairer	13.63
23740 - Painter, Aircraft	13.63
23760 - Painter, Maintenance	13.63
23790 - Pipefitter, Maintenance	17.14
23800 - Plumber, Maintenance	16.22
23820 - Pneudraulic Systems Mechanic	14.50
23850 - Rigger	14.50
23870 - Scale Mechanic	13.15
23890 - Sheet-Metal Worker, Maintenance	14.50
23910 - Small Engine Mechanic	12.70
23930 - Telecommunication Mechanic I	14.79
23931 - Telecommunication Mechanic II	17.64
23950 - Telephone Lineman	16.68
23960 - Welder, Combination, Maintenance	14.50
23965 - Well Driller	14.50
23970 - Woodcraft Worker	14.50
23980 - Woodworker	11.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	11.84
24600 - Chore Aid	6.88
24630 - Homemaker	11.98
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	15.68
25040 - Sewage Plant Operator	15.68
25070 - Stationary Engineer	14.50
25190 - Ventilation Equipment Tender	11.19
25210 - Water Treatment Plant Operator	15.68
27000 - Protective Service Occupations	
(not set) - Police Officer	14.75
27004 - Alarm Monitor	10.26
27006 - Corrections Officer	12.33
27010 - Court Security Officer	12.62
27040 - Detention Officer	12.62
27070 - Firefighter	12.62
27101 - Guard I	7.77
27102 - Guard II	12.48
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	12.60
28020 - Hatch Tender	12.60
28030 - Line Handler	12.60
28040 - Stevedore I	11.34
28050 - Stevedore II	12.88
29000 - Technical Occupations	
21150 - Graphic Artist	15.94
29010 - Air Traffic Control Specialist, Center (2)	29.10
29011 - Air Traffic Control Specialist, Station (2)	20.06

29012 - Air Traffic Control Specialist, Terminal (2)	22.09
29023 - Archeological Technician I	12.95
29024 - Archeological Technician II	14.57
29025 - Archeological Technician III	18.00
29030 - Cartographic Technician	18.00
29035 - Computer Based Training (CBT) Specialist/ Instructor	17.20
29040 - Civil Engineering Technician	16.16
29061 - Drafter I	9.81
29062 - Drafter II	11.75
29063 - Drafter III	14.02
29064 - Drafter IV	18.00
29081 - Engineering Technician I	10.13
29082 - Engineering Technician II	12.13
29083 - Engineering Technician III	14.48
29084 - Engineering Technician IV	18.58
29085 - Engineering Technician V	22.84
29086 - Engineering Technician VI	29.52
29090 - Environmental Technician	18.00
29100 - Flight Simulator/Instructor (Pilot)	20.81
29160 - Instructor	14.93
29210 - Laboratory Technician	13.02
29240 - Mathematical Technician	18.00
29361 - Paralegal/Legal Assistant I	13.43
29362 - Paralegal/Legal Assistant II	17.25
29363 - Paralegal/Legal Assistant III	19.68
29364 - Paralegal/Legal Assistant IV	23.81
29390 - Photooptics Technician	17.92
29480 - Technical Writer	20.13
29491 - Unexploded Ordnance (UXO) Technician I	18.49
29492 - Unexploded Ordnance (UXO) Technician II	22.37
29493 - Unexploded Ordnance (UXO) Technician III	26.81
29494 - Unexploded (UXO) Safety Escort	18.49
29495 - Unexploded (UXO) Sweep Personnel	18.49
29620 - Weather Observer, Senior (3)	19.26
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.37
29622 - Weather Observer, Upper Air (3)	14.37
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	10.65
31260 - Parking and Lot Attendant	6.78
31290 - Shuttle Bus Driver	11.23
31300 - Taxi Driver	8.41
31361 - Truckdriver, Light Truck	11.23
31362 - Truckdriver, Medium Truck	12.20
31363 - Truckdriver, Heavy Truck	14.07
31364 - Truckdriver, Tractor-Trailer	14.07
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	7.63
99030 - Cashier	7.05
99041 - Carnival Equipment Operator	10.29
99042 - Carnival Equipment Repairer	11.33
99043 - Carnival Worker	7.27
99050 - Desk Clerk	8.63
99095 - Embalmer	18.49

99300 - Lifeguard	9.72
99310 - Mortician	18.49
99350 - Park Attendant (Aide)	12.20
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.72
99500 - Recreation Specialist	11.97
99510 - Recycling Worker	8.37
99610 - Sales Clerk	8.82
99620 - School Crossing Guard (Crosswalk Attendant)	7.17
99630 - Sport Official	9.72
99658 - Survey Party Chief (Chief of Party)	12.87
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.70
99660 - Surveying Aide	7.93
99690 - Swimming Pool Operator	8.09
99720 - Vending Machine Attendant	7.84
99730 - Vending Machine Repairer	9.30
99740 - Vending Machine Repairer Helper	7.84

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities

involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the

work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2505 REV (20) AREA: TX, BEAUMONT

WAGE DETERMINATION NO: **94-2505** REV (20) AREA: TX, BEAUMONT

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
WASHINGTON D.C. 20210

William W. Gross	Division of	Wage Determination No.: 1994-2505
Director	Wage Determinations	Revision No.: 20
		Date Of Last Revision: 06/26/2003

States: Louisiana, Texas

Area: Louisiana Parishes of Calcasieu, Cameron, Jefferson Davis, Lafayette, Vermilion Texas Counties of Angelina, Hardin, Jasper, Jefferson, Nacogdoches, Newton, Orange, Polk, Sabine, San Augustine, Shelby, Tyler

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.20
01012 - Accounting Clerk II	12.22
01013 - Accounting Clerk III	16.60
01014 - Accounting Clerk IV	24.22
01030 - Court Reporter	15.88
01050 - Dispatcher, Motor Vehicle	14.73
01060 - Document Preparation Clerk	11.11
01070 - Messenger (Courier)	8.84
01090 - Duplicating Machine Operator	9.66
01110 - Film/Tape Librarian	11.00
01115 - General Clerk I	9.26
01116 - General Clerk II	10.53
01117 - General Clerk III	14.23
01118 - General Clerk IV	14.98
01120 - Housing Referral Assistant	17.72
01131 - Key Entry Operator I	7.51
01132 - Key Entry Operator II	12.73
01191 - Order Clerk I	7.85
01192 - Order Clerk II	8.57
01261 - Personnel Assistant (Employment) I	11.75
01262 - Personnel Assistant (Employment) II	14.01
01263 - Personnel Assistant (Employment) III	17.07
01264 - Personnel Assistant (Employment) IV	19.89
01270 - Production Control Clerk	18.89
01290 - Rental Clerk	10.66
01300 - Scheduler, Maintenance	11.01
01311 - Secretary I	11.01
01312 - Secretary II	15.21
01313 - Secretary III	17.72
01314 - Secretary IV	19.66
01315 - Secretary V	21.82

01320 - Service Order Dispatcher	10.66
01341 - Stenographer I	10.63
01342 - Stenographer II	12.67
01400 - Supply Technician	11.99
01420 - Survey Worker (Interviewer)	14.73
01460 - Switchboard Operator-Receptionist	8.38
01510 - Test Examiner	15.21
01520 - Test Proctor	15.21
01531 - Travel Clerk I	8.55
01532 - Travel Clerk II	9.25
01533 - Travel Clerk III	9.70
01611 - Word Processor I	10.93
01612 - Word Processor II	14.58
01613 - Word Processor III	18.63
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	8.84
03041 - Computer Operator I	10.85
03042 - Computer Operator II	16.05
03043 - Computer Operator III	20.24
03044 - Computer Operator IV	20.59
03045 - Computer Operator V	22.86
03071 - Computer Programmer I (1)	16.82
03072 - Computer Programmer II (1)	20.91
03073 - Computer Programmer III (1)	22.59
03074 - Computer Programmer IV (1)	26.83
03101 - Computer Systems Analyst I (1)	22.26
03102 - Computer Systems Analyst II (1)	26.45
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	10.85
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.75
05010 - Automotive Glass Installer	19.85
05040 - Automotive Worker	19.85
05070 - Electrician, Automotive	20.77
05100 - Mobile Equipment Servicer	16.65
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	19.85
05190 - Motor Vehicle Mechanic	20.16
05220 - Motor Vehicle Mechanic Helper	15.67
05250 - Motor Vehicle Upholstery Worker	18.86
05280 - Motor Vehicle Wrecker	19.85
05310 - Painter, Automotive	19.25
05340 - Radiator Repair Specialist	19.85
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	21.75
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.88
07010 - Baker	10.18
07041 - Cook I	8.89
07042 - Cook II	10.18
07070 - Dishwasher	6.46
07130 - Meat Cutter	11.80
07250 - Waiter/Waitress	6.71
09000 - Furniture Maintenance and Repair Occupations	

09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	13.33
09070 - Furniture Refinisher	19.25
09100 - Furniture Refinisher Helper	15.67
09110 - Furniture Repairer, Minor	17.48
09130 - Upholsterer	19.25
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.45
11060 - Elevator Operator	7.44
11090 - Gardener	11.24
11121 - House Keeping Aid I	6.47
11122 - House Keeping Aid II	7.56
11150 - Janitor	7.44
11210 - Laborer, Grounds Maintenance	8.27
11240 - Maid or Houseman	6.62
11270 - Pest Controller	10.48
11300 - Refuse Collector	8.10
11330 - Tractor Operator	9.50
11360 - Window Cleaner	8.31
12000 - Health Occupations	
12020 - Dental Assistant	12.92
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.75
12071 - Licensed Practical Nurse I	11.26
12072 - Licensed Practical Nurse II	12.65
12073 - Licensed Practical Nurse III	14.15
12100 - Medical Assistant	10.51
12130 - Medical Laboratory Technician	12.89
12160 - Medical Record Clerk	10.51
12190 - Medical Record Technician	14.56
12221 - Nursing Assistant I	7.63
12222 - Nursing Assistant II	8.58
12223 - Nursing Assistant III	9.36
12224 - Nursing Assistant IV	10.51
12250 - Pharmacy Technician	13.10
12280 - Phlebotomist	12.26
12311 - Registered Nurse I	18.41
12312 - Registered Nurse II	22.53
12313 - Registered Nurse II, Specialist	22.53
12314 - Registered Nurse III	27.26
12315 - Registered Nurse III, Anesthetist	27.26
12316 - Registered Nurse IV	32.67
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.94
13011 - Exhibits Specialist I	19.15
13012 - Exhibits Specialist II	22.57
13013 - Exhibits Specialist III	23.71
13041 - Illustrator I	19.15
13042 - Illustrator II	22.57
13043 - Illustrator III	23.71
13047 - Librarian	21.13
13050 - Library Technician	10.11
13071 - Photographer I	12.82
13072 - Photographer II	17.41

13073 - Photographer III	20.52
13074 - Photographer IV	21.55
13075 - Photographer V	23.06
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	5.99
15030 - Counter Attendant	5.99
15040 - Dry Cleaner	7.39
15070 - Finisher, Flatwork, Machine	5.99
15090 - Presser, Hand	5.99
15100 - Presser, Machine, Drycleaning	5.99
15130 - Presser, Machine, Shirts	5.99
15160 - Presser, Machine, Wearing Apparel, Laundry	5.99
15190 - Sewing Machine Operator	7.81
15220 - Tailor	7.80
15250 - Washer, Machine	6.36
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	19.25
19040 - Tool and Die Maker	22.82
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.24
21020 - Material Coordinator	16.95
21030 - Material Expediter	16.95
21040 - Material Handling Laborer	8.71
21050 - Order Filler	9.02
21071 - Forklift Operator	15.40
21080 - Production Line Worker (Food Processing)	12.95
21100 - Shipping/Receiving Clerk	12.44
21130 - Shipping Packer	12.44
21140 - Store Worker I	9.51
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.29
21210 - Tools and Parts Attendant	13.12
21400 - Warehouse Specialist	12.95
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.16
23040 - Aircraft Mechanic Helper	15.67
23050 - Aircraft Quality Control Inspector	21.03
23060 - Aircraft Servicer	17.48
23070 - Aircraft Worker	18.40
23100 - Appliance Mechanic	19.25
23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	20.16
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	18.40
23160 - Electrician, Maintenance	20.16
23181 - Electronics Technician, Maintenance I	17.13
23182 - Electronics Technician, Maintenance II	25.75
23183 - Electronics Technician, Maintenance III	26.79
23260 - Fabric Worker	17.48
23290 - Fire Alarm System Mechanic	20.16
23310 - Fire Extinguisher Repairer	16.65
23340 - Fuel Distribution System Mechanic	20.16
23370 - General Maintenance Worker	18.40
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.16
23430 - Heavy Equipment Mechanic	20.16

23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	20.16
23470 - Laborer	8.71
23500 - Locksmith	19.25
23530 - Machinery Maintenance Mechanic	23.32
23550 - Machinist, Maintenance	21.67
23580 - Maintenance Trades Helper	15.06
23640 - Millwright	20.16
23700 - Office Appliance Repairer	19.25
23740 - Painter, Aircraft	19.25
23760 - Painter, Maintenance	19.25
23790 - Pipefitter, Maintenance	21.72
23800 - Plumber, Maintenance	19.25
23820 - Pneudraulic Systems Mechanic	20.16
23850 - Rigger	20.16
23870 - Scale Mechanic	18.40
23890 - Sheet-Metal Worker, Maintenance	20.16
23910 - Small Engine Mechanic	18.40
23930 - Telecommunication Mechanic I	20.16
23931 - Telecommunication Mechanic II	21.03
23950 - Telephone Lineman	20.16
23960 - Welder, Combination, Maintenance	20.16
23965 - Well Driller	20.16
23970 - Woodcraft Worker	20.16
23980 - Woodworker	16.65
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.41
24580 - Child Care Center Clerk	11.75
24600 - Chore Aid	6.45
24630 - Homemaker	13.94
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.43
25040 - Sewage Plant Operator	19.38
25070 - Stationary Engineer	22.43
25190 - Ventilation Equipment Tender	15.67
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
(not set) - Police Officer	18.15
27004 - Alarm Monitor	10.54
27006 - Corrections Officer	11.93
27010 - Court Security Officer	14.18
27040 - Detention Officer	11.93
27070 - Firefighter	13.63
27101 - Guard I	8.19
27102 - Guard II	9.83
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.17
28020 - Hatch Tender	15.17
28030 - Line Handler	15.17
28040 - Stevedore I	14.43
28050 - Stevedore II	15.89
29000 - Technical Occupations	
21150 - Graphic Artist	19.41
29010 - Air Traffic Control Specialist, Center (2)	30.81

29011 - Air Traffic Control Specialist, Station (2)	21.24
29012 - Air Traffic Control Specialist, Terminal (2)	23.39
29023 - Archeological Technician I	16.28
29024 - Archeological Technician II	18.22
29025 - Archeological Technician III	22.57
29030 - Cartographic Technician	25.96
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.55
29040 - Civil Engineering Technician	22.57
29061 - Drafter I	11.73
29062 - Drafter II	14.52
29063 - Drafter III	19.15
29064 - Drafter IV	22.57
29081 - Engineering Technician I	12.29
29082 - Engineering Technician II	15.22
29083 - Engineering Technician III	20.07
29084 - Engineering Technician IV	25.24
29085 - Engineering Technician V	25.57
29086 - Engineering Technician VI	27.36
29090 - Environmental Technician	20.75
29100 - Flight Simulator/Instructor (Pilot)	27.51
29160 - Instructor	20.45
29210 - Laboratory Technician	17.04
29240 - Mathematical Technician	21.89
29361 - Paralegal/Legal Assistant I	15.50
29362 - Paralegal/Legal Assistant II	19.91
29363 - Paralegal/Legal Assistant III	24.38
29364 - Paralegal/Legal Assistant IV	29.48
29390 - Photooptics Technician	21.89
29480 - Technical Writer	19.47
29491 - Unexploded Ordnance (UXO) Technician I	19.58
29492 - Unexploded Ordnance (UXO) Technician II	23.69
29493 - Unexploded Ordnance (UXO) Technician III	28.39
29494 - Unexploded (UXO) Safety Escort	19.58
29495 - Unexploded (UXO) Sweep Personnel	19.58
29620 - Weather Observer, Senior (3)	15.22
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	11.35
29622 - Weather Observer, Upper Air (3)	11.35
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	10.97
31260 - Parking and Lot Attendant	7.48
31290 - Shuttle Bus Driver	10.98
31300 - Taxi Driver	7.88
31361 - Truckdriver, Light Truck	10.98
31362 - Truckdriver, Medium Truck	11.80
31363 - Truckdriver, Heavy Truck	12.77
31364 - Truckdriver, Tractor-Trailer	12.77
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	7.97
99030 - Cashier	7.69
99041 - Carnival Equipment Operator	8.73
99042 - Carnival Equipment Repairer	10.33
99043 - Carnival Worker	6.85
99050 - Desk Clerk	9.41

99095 - Embalmer	19.58
99300 - Lifeguard	10.29
99310 - Mortician	19.59
99350 - Park Attendant (Aide)	12.92
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.38
99500 - Recreation Specialist	13.04
99510 - Recycling Worker	10.21
99610 - Sales Clerk	9.40
99620 - School Crossing Guard (Crosswalk Attendant)	7.45
99630 - Sport Official	15.00
99658 - Survey Party Chief (Chief of Party)	18.89
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.10
99660 - Surveying Aide	10.75
99690 - Swimming Pool Operator	11.20
99720 - Vending Machine Attendant	8.88
99730 - Vending Machine Repairer	11.20
99740 - Vending Machine Repairer Helper	8.88

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the

present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary

materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage

determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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(END OF ATTACHMENT J-1)

## **ATTACHMENT J-2**

### **1:24,000 SCALE QUADRANGLE MAPS SHOWING WATERWAYS WHICH MAY REQUIRE TREATMENT**

Abbeville	East Abbeville	West Addis
Albany	Amelia	Arnaudville
Bastian Bay	Baton Rouge	East Baton Rouge
Bay Baptiste	Bay L'Ours	Bay Tambour
Bay Dogris	Bay Laurant	Bay Ronguille
Bayou Blanc	Bayou Labauve	Bayou Cocodrie
Bayou Boeuf	Bayou Sorrel	Bayou Lucien
Bayou Sauveur	Belle Rose	Belle Isle
Betrandville	Big Constance Lake	Black Lake
Bonnet Carre	NE Boudreaux	Lake Bourg
Breaux Bridge	Brinstone	Brown's Lake
Buhler	Buften La Rose	Cameron
Cameron Farms	Caminada Pass	Carencro Bayou
Carville	Catahoula Bay	Catahoula
Catfish Lake	Celica	Centerville NW
Centerville	Charenton	Cocodrie
Collicon Lake	Convent	Cow Bayou
Cow Island	Cut Off	Cypremort Pt.
Deep Lake	Delcambre	Denham Springs
DeQuincy	Des Allemands	Dog Lake
Donaldsonville	Dulac	East Bay
Echo Ellerslie	Fearman Lake	
Five Lakes	Forked Island	Four League Bay
Franklin	French	Frost
Gaytine	Gheens	Gibson
Golden Meadow	Golden Meadow Farms	Gonzales
Gordan	Grand River	Grand Bayou
Grand Bayou du Lake Charles	Grand Cheniere Grassy Lake	
Gray Greens	Bayou Grosse	Tete SW
Grosse Tete	Haaswood	Hackberry
Hahnville	Hammock Lake	Hammond
Hebert Lake	Hecker	Hell Hole Bayou
Hog Bayou	Holly Beach	Houma
Humphreys	Intracoastal City Iowa	
Jackass Bay	Jacko Bay	Jacks Point Island
Jeanerette	Johnsons	Bayou Junop
Kaplan	South Kemper	Killian
Kraemer	Labadieville	LaBranche
Lac des Allemands	LaCombe	Lafayette
Lafite	Lagan	Lake Laurier
Lake LeBleu	Lake Quitman	Lake Tambour
Lake Cataouatche West	Lake Misere	Lake Charles SW
Lake Salve	Lake Bully Camp Lake La	Graisie
Lake Point	Lake Theriot	Lake Chicot
Lake Pechant	Lake Felicity	Lake Penchant
Lake Cataouatche East	Lake Mongoulois Laplace	
Large	LaRose	Latania Lake
Latanier	Bayou Leeville	Lobdell
Lockport	Lone Star	Loreauville

Lost Lake	Lower Vacherie	Luling
Lutcher	Madewood	Madisonville
Mallard Bayou	Manchac	Mandeville
Maringouin NW	Maringouin	Marone Point
Mink Bayou	Montegut	Morgan City
Morgan City	SE Morgan City SW	Moss Bluff
Moss Lake	Mound Point	Mount Airy NW
Mount Airy	Mulberry Island West	Mulberry Island East
N.O. East Napoleonville SW	N.O. West	
Napoleonville	New Iberia South	North Shore
North Bend	Orange LA -TX	Oyster Bayou
Patterson	Pecan Island	Pelican Pass
Peveto Beach	Phoenix	Pierre Part
Pigeon	Plaquemine	Plumb Bayou
Point Chevreuil	Point au Fer	Point au Fer NE
Pointe a la Hache	Ponchatoula SE	Ponchatoula NE
Pontchatoula	Port Sulfur	Portage
Prairieville	Reserve	Rigolets
Rollover Lake	Ruddock	Savoie
Settlement	Slidell	Sorrento
Springfield	St. Gabriel	Sweet Lake
Texas Point	Thibodaux	Three Bayou Say
Tiger Island	Tiger Lagoon	Topsy
Vinton	Walker	Weeks
West Lake	West Sulphur	West of Green Bayou
West of Johnson	B Bayou	White Castle
Whitehall	Wilkinson Bay	

Quadrangle Map  
Ordering Information:

Quadrangle maps are available for purchase from the US Geological Survey at the following address:

US Geological Survey  
Map Distribution  
Box 25286, Federal Center  
Denver, Colorado 80225

Note that the Government will not provide these quadrangle maps to the Contractor, nor order them for him. The Contractor should include the price of purchasing these maps in his/her proposal, the price to be distributed among the line items for the base year.

(END OF ATTACHMENT J-2)

### **ATTACHMENT J-3**

#### **LIST OF WATERWAYS TO BE TREATED FEEDERS TO ALL ARE INCLUDED**

Alligator Lake	Alternate GIWW thru. Grand & White Lakes*
Amerada Hess Oil Cc Canals	Amite River
Amite River Diversion Canal*	Amoco Oil Canals at Lake Boeuf
Anderson Canal	Atchafalaya River
Attakapas Canal	Avoca Island Lake
Barataria Oil Co Canals	Barataria Waterway*
Bateman Island Gas & Oil Field Canals	Bay Wallace
Bay Natchez	Bay Carencro
Bayou Copasaw	Bayou Boeuf
Bayou Grobec	Bayou Blue
Bayou Chene*	Bayou Grand Caillou*
Bayou Black (Gibson south)	Bayou Ramos
Bayou des Cannes*	Bayou Himalaya
Bayou Lafourche*	Bayou Penchant
Bayou Magatille	Bayou Grosse Tete
Bayou Shaffer	Bayou Piquant
Bayou Francois*	Bayou Lleau Bleu*
Bayou Long at Lake Palourde	Bayou Pierre Part
Bayou Carlin*	Bayou Misere
Bayou Lasseigne	Bayou Chene at Lacassine
Bayou Segnette*	Bayou Manchac*
Bayou Lacassine*	Bayou Petit Anse*
Bayou Teche*	Bayou Sherman
Bayou Sherman	Bayou Tigre*
Bayou St. Paul	Bayou Le Carp*
Bayou Alcide	Bayou Nezpique*
Bayou Plaquemine Brule*	Bayou Bulltail
Bayou Couba Oil Cc Canals	Bayou Petit Caillou*
Bayou Cheramie	Bayou Queue de Tortue*
Bayou des Allemands	Bayou Felix
Bayou Gauche	Bayou Boeuf at Kraemer
Bayou L'Ourse	Bayou Des Amoureux
Bayou Pierce	Bayou Fortier
Bayou Chaffe	Bayou Cherveuil*
Bayou Choupique-	Bayou Perot Oil & Gas Field
Bayou Geneve	Bayou Sale Oil Field Canals
Bayou Black*	Bell City Drainage Canal
Belle River	Big Goddell Bayou
Big Hog Bayou	Big Horn Bayou
Big Wax Bayou	Black Crook Bayou
Bonnet Carre Spillway Canals	Boudreaux Lake
Bowie Canal	Brady's Ditch
Calcasieu River*	California Oil Co Canals
Cameron Canal	Cancienne Canal
Catahoula Bar Pits	Charenton Canal
Choctaw Bayou	Company Canal at Gheens
Copasaw Canal	Creole Bayou
Crooked Bayou	Cross Bayou
Crown Point Cc	Canals Cut Off Oil & Gas Co Canals

Deer Island Bayou  
Doctor's Bayou  
Dutch Bayou  
English Bayou  
Houston River  
Exxon Oil Co Canals  
Florence Lake  
Four Mile Bayou  
Galva Canal  
Grand Bayou\*  
Grand Bayou  
Grassy Lake  
Gulf Intracoastal Waterway\*  
Hansen Canal  
Harvey Canal\*  
Henderson Lake  
Honey Island Bayou  
Horseshoe Bayou  
Humble Oil Canals  
Hutch Canal  
Kayouche Coulee  
Klondike Drainage Canal  
Lac Des Allemands  
Lake Arthur  
Lake Misere  
Lake Fausse Pointe  
Lake Penchant  
Lake Boeuf  
Lake Cataouatche  
Lake Long  
Lake Hatch Oil Field Canals  
Lake Fields  
Lakeside Oil Canals  
Latania Bayou  
Lepine Canal  
Little Chenier Bayou  
Little Grand Bayou  
Little Bayou Long  
Little Horn Bayou  
Little Bayou Penchant  
Lone Star Oil Co Canals  
Marmande Canal  
Mermentau River\*  
Minors Canal  
Natalbany River\*  
North Canal  
Old River  
Owl Bayou  
Patridge Bayou  
Pecan Island Pits  
People's Canal  
Pier 90 Canals  
Pierre Part Bay  
Plume Bayou

Delta Farms Canals  
Dry Horn Bayou  
East Lake Verret Oil & Gas Field  
Turtle Bayou  
Exxon Oil Fields Canals  
Falhout Canal  
Foret Canal  
Franklin Canal  
Grand River  
Grand Lake  
Grand River  
Gueydan Canal  
Halpin Canal  
Hanson Canal  
Hog Bayou  
  
Hope Canal  
    Houma Navigation Canal  
Humphrey's Oil & Gas Field Canals  
Indian Bayou  
    Kent Bayou  
Knight Bay  
Lake Salve  
Lake Salvador  
Lake De Cade  
Lake Misere Oil Field Canals  
Lake Theriot  
Lake Gasha.  
    Lake Pointe Bayou  
Lake Natchez  
Lake Hackberry  
Lake Dauterieve  
Latania Lake  
Leopard Bayou  
Little Wax Bayou  
Lilltle Lake Misere  
Little Bayou Penchant  
Little Hog Bayou  
Little Wax Bayou  
Little Lake Long  
Lovel Canal  
Mecom Canal  
Middle Bayou  
Mobile Oil Field Canals  
New River\*  
North Pass\*  
Orange Grove Canals  
Pass Manchac\*  
Pats Bay  
Penzoil Oil Co Canals  
Persimmon Pass  
Pierre Part Pass  
Plaquemines Bayou  
Ponchatoula River\*

Port Allen Alternate Route\*  
Reserve Relief Canal  
Shell Island Pass  
South Slough  
St. Charles Canal  
Sweetbay Lake Gas & Oil Field  
Theriot Canal  
Trinity Bayou\*  
Vacherie Canal  
Verdunville Canal  
Victors Bayou  
Wax Bayou  
Wax Bayou  
West Fork  
Willow Lake

Providence Canal  
Shell Oil Field Canals at Gibson  
Simon Pass  
Spanish Lake  
Sweet Lake  
Teche Lake Canal  
Tickfaw River\*  
Turtle Lake  
Verdunville Bar Pits  
Vermilion River\*  
Warren Canal  
Wax Lake Outlet Feeders  
Weeks Bayou  
White Lake  
Yellow Bayou

\*Corps of Engineers Navigation Projects

(END OF ATTACHMENT J-3)

SECTION L

SOLICITATION ADDENDUM

**SECTION L  
PROPOSAL FORMAT**

**L-1. PROPOSAL PREPARATION INSTRUCTIONS**

**A. General.**

1. The contracting office is the sole point of contact for this acquisition. Address any questions or concerns you may have to Mr. Gerald Sanderson, Contract Specialist, at 504-862-1099 or e-mail at Gerald.r.sanderson@mvn02.usace.army.mil. The Internet website <http://www.eps.gov> will be available to assist potential sources in preparing their offers. Examples of information available on the website are: solicitation, amendments, and questions and answers.
2. The offeror's proposal shall be clear, concise and include sufficient detail to enable the Government to fully evaluate and determine the offerors' proposal's technical acceptability as set forth in this solicitation. Any proposal that modifies or fails to conform to the essential requirements of this Request For Proposal will be considered unacceptable.

**B. Proposal Form, Format and Content.**

1. **Volume 1- Past/Present Performance**, unlimited pages, four written copies (one being the original). NOTE: Offeror's may submit proposals in one of the following formats: one (1) 3 ½ inch floppy disk or one (1) compact disk in Microsoft Word 7.0 format OR Adobe Acrobat 4.0 or 5.0 format. Choosing not to submit in an electronic format is not grounds for a negative evaluation. Dimensions of paper are 8 ½ x 11 inches. Typing is permitted on both sides of the sheet, head to head with the spacing being either single-spaced, 1 ½ spaced or double spaced utilizing no less than a size 12 font with each page being counted as a separate page. This requirement also applies to all proposed subcontractors/team members.

Contents.

Mail in Questionnaire (Tab only)

Contractor's Experience - - See paragraph c. below.

Organization Structure Change History - -See paragraph d. below.

b. Mail In Questionnaire: Offeror shall submit the past performance questionnaire (located as Exhibit A to this solicitation addendum) to references of same or similar services required of this solicitation. Offeror shall instruct its references to send past performance questionnaire responses either by mail to:

US Army Corps of Engineers  
Attn: Gerald Sanderson (CEMVN-CT-P)  
PO Box 60267  
New Orleans, LA 70160-0267

or by fax to 504-862-2892 so as to arrive as soon as possible before **07 Nov 03** but must be received by the Contracting Office no later than the date and time stated on the SF1449 for receipt of proposals.

c. Company Experience: Offeror shall submit its past performance reference listing citing the contract number, name and phone number of the contact, dollar amount, type of contract, period of performance and brief description of performance of related functions as defined in the Performance Work Statement

(Solicitation) on commercial and government contracts within the past three years. Each action shall be listed separately giving clear insight into the acreage treated, performance requirements, type of aquatic vegetation treated, and the number of performance days. The same applies to each subcontractor/team member. Offeror shall emphasize the recency and relevancy of work performed in the past to aquatic vegetation control services or any of the unique performance requirements defined in this acquisition's performance work statement. (Offeror is encouraged to include a general geographic description of the area where work was performed. As an example only, the description may be a small or large lake surrounded by residential property, or a canal surrounded by marsh or swamp, a pond, a river, a bayou, etc.). Offeror and each subcontractor/team member shall also submit copies of all its past performance evaluation reports issued over the past three years on all relevant Government identified contracts. From your past experience, describe any of the lessons learned that you will incorporate in this acquisition. For proprietary reasons, the offeror must advise the Government on how subcontractor past performance information will be handled. If the subcontractor is authorizing the prime authority to communicate directly with the government on issues relating to the subcontractor's past performance, a written authorization from the subcontractor must be provided to the Government. Offeror must provide written copy of authorization from its subcontractors for prime to discuss subcontractor's past performance with the Government. On one sheet of paper, the offeror may describe any quality awards or certifications received within the past three years that indicate the offeror possesses a high-quality process for providing the service required.

If an offeror does not have any past performance information to submit as the entity under which the proposal is being submitted, then the offeror may submit past performance data for similar work under which the offeror's key personnel have worked. If the offeror claims that there is no past performance, then that status must be identified to the contracting officer. The spine of each volume shall identify the book number (e.g. original, book 1, 2 or 3 etc.)

Relevant Past Performance is that performance that the offeror has had with contracts for the same or similar items as this proposed contract. Factors to be considered for relevancy include contract type, size and complexity of the contract scope, and the types of vegetation controlled.

- d. Organizational Structure Change History. Many companies have acquired, been acquired by, or otherwise merged with other companies, and/or reorganized their divisions, business groups, subsidiary companies, etc. In many cases, these changes have taken place during the time of performance of relevant present or past efforts or between conclusion of recent past efforts and this source selection. As a result, it is sometimes difficult to determine what past performance is relevant to this acquisition. To facilitate this relevancy determination, include in this proposal volume a "roadmap" describing all such changes in the organization of your company. As part of this explanation, show how these changes impact the relevance of any efforts you identify for past performance. Since the Government intends to consider present and past performance information provided by other sources as well as that provided by the offeror(s), your "roadmap" should be both specifically applicable to the efforts you identify and general enough to apply to efforts on which the Government receives information from other sources.

2. **Volume 2 - Technical Proposal**, unlimited pages, four written copies (one being the original). NOTE: Offeror's may submit proposals in one of the following formats: one (1) 3 ½ inch floppy disk or one (1) compact disk in Microsoft Word 7.0 format OR Adobe Acrobat 4.0 or 5.0 format. Choosing not to submit in an electronic format is not grounds for a negative evaluation. Dimensions of paper are 8 ½ x 11 inches. Typing is permitted on both sides of the sheet, head to head with the spacing being either single-spaced, 1 ½ spaced or double spaced utilizing no less than a size 12 font with each page being counted as a separate page. This requirement also applies to all proposed subcontractors/team members.

a. Contents.

- (1) Proposed Personnel Experience

- (2) Equipment/Facilities
- (3) Field Supervision Plan

b. Personnel Experience: Offeror shall submit a brief history (resume) of each individual who will participate in the performance of this contract. The history (resume) will give clear insight into each individual's ability, training, work history, certifications, licenses, number of years experience, and other pertinent information.

c. Equipment/Facilities: Offeror shall submit a complete listing of all equipment to be used in the performance of this contract. The listing must address the minimum requirements of this solicitation and contain a description of each skiff, airboat or vessel, primary mover (truck, jeep, tractor, etc.), spray pumps, etc. Additionally, all storage facilities that will be used for chemicals and equipment should be identified by location and described.

d. Field Supervision Plan: Offeror shall explain in detail how he/she will manage and assure, on a daily basis, that the work is being accomplished in a satisfactory manner in the field.

3. **Volume 3 - Price and Proposal Documentation**: The price proposal, unlimited pages, shall be submitted in an original and two copies. NOTE: Offeror's may submit proposals in one of the following formats: one (1) 3 ½ inch floppy disk or one (1) compact disk in Microsoft Word 7.0 format OR Adobe Acrobat 4.0 or 5.0 format. Choosing not to submit in an electronic format is not grounds for a negative evaluation. The dimensions of the paper are 8 ½ x 11 inches. Typing is permitted on both sides of the sheet, head to head with spacing being either single-spaced, 1 ½ spaced or double-spaced. The original should be signed in blue ink to clearly distinguish it from copies.

a. SF 1449 and Pricing Schedule Addendum: The offeror shall insert its proposed price for each CLIN or subCLIN in the spaces provided in SF 1449 Pricing Schedule Addendum (Section B). SF 1449 shall be appropriately completed and signed in blue ink (to differentiate original from copies). If an offeror proposes to absorb a portion of the costs or provides other benefits to the Government that affects price, the offeror must identify and explain the impact on price. The offeror should confirm that the direct labor rates bid conform to the minimum applicable DOL wage determinations and/or collective bargaining agreements. If specific labor classifications are not listed for any class of service employee required in the performance of the Scope of Work, the contractor should follow the instructions located at the end of each wage determination for the Request for Authorization of Additional Classification and Wage Rate (Standard Form 1444). The information contained in the price/contract proposal must be consistent with the information provided in other proposal volumes.

NOTE: FAR clause 52.222-43 (Fair Labor Standards Act and Service Contract Act – Price Adjustment) is incorporated into this solicitation and any resulting contract.

b. Complete all required representations and certifications.

c. Amendment(s) Acknowledgment - Include fully executed copies of amendments, as applicable.

d. Offeror's are reminded of the inclusion of all chemical pricing in the associated line item. The Government will NOT furnish any chemicals. Each option year must take into consideration any possible price increases, as there will be no adjustment of price.

## **L-2 PROPOSAL SUBMISSION.**

1. All proposals delivered in response to this solicitation shall reflect the following information on the address label and shall arrive no later than the time and date stated on the SF 1449:

- a. Solicitation Number DACW29-03-R-0032
- b. The legend, "To be delivered unopened to the Contracting Officer", and

- c. The volume and copy numbers contained in each box.
- 2. Submit your proposal to the following address (hand delivery, express delivery such as FedEx, Airborne, UPS):

US Army Corps of Engineers  
Attn: Gerald Sanderson (CEMVN-CT-P)  
7400 Leake Ave., Room 163  
New Orleans, LA 70118-3651

If offerors plan on hand delivering a proposal, please phone ahead to ensure someone is available at 504-862-1099 or 504-862-1996.

Proposals may be mailed to the following address:

US Army Corps of Engineers  
Attn: Gerald Sanderson (CEMVN-CT-P)  
PO Box 60267  
New Orleans, LA 70160-0267

(End of Section L)

## SECTION M

### **SECTION M EVALUATION FACTORS FOR AWARD**

#### **M-1. Basis For Contract Award.**

A. For a proposal to result in an awardable contract, the proposal must at least meet all the Scope of Work requirements, conform to all required terms and conditions, and include all required certifications. An assessment will be made of each offeror's proposal in the areas of Past Performance, Technical Proposal, and Price.

B. Combined Performance/Technical Price Trade-Off. This acquisition will utilize the trade-off technique to make a best value award decision. The combined Past Performance and Technical Proposal rating of acceptable offerors will be traded off against price, as addressed in paragraph (3) below. Subjective judgment is implicit throughout this process. The application of the trade-off technique in contract award and selection and approval process is as follows:

1. A decision on the technical acceptability of each offeror's proposal shall be made. Only those offerors determined to be technically acceptable, either initially or as a result of discussions, if discussions are held, will be considered for award.
2. All offerors will receive a past performance risk assessment rating on the confidence level of each offeror's ability to successfully perform the required effort.
3. All offerors will receive a technical proposal rating reflecting each offeror's understanding of requirements and approach to meeting or exceeding solicitation specifications. Ratings above the minimal acceptable rating will be those proposals that exceed the performance and capability standards and demonstrating strengths that would benefit the Government.
4. The Government reserves the right to award a contract to other than the lowest evaluated price and award to a higher priced offeror with a better combined performance risk rating and technical proposal rating. In this case, price, and the combined performance risk and Technical proposal are treated as equal factors and may be traded off against the price. The contracting officer shall make an assessment of the price proposed and the combined performance risk rating and technical rating to determine the best value for the government.

**M-2. Evaluation Factors:** Each offeror's proposal and other information will be evaluated against the following evaluation factors: In order of importance past performance ratings are approximately equal to technical proposal ratings. When combined past performance and technical will be approximately equal to price.

a. Past Performance (Sub-factors listed in relative order of importance)

- i. Contractor's Experience
- ii. Customer Questionnaire

b. Technical Proposal (Sub-factors are approximately equal in importance)

- i. Equipment/Facilities
- ii. Personnel Experience/Qualification
- iii. Field Supervision Plan

c. Price.

### **M-3. Factor And Rating Techniques:**

**A. Past Performance Factor:** The offeror's and proposed subcontractor's Past Performance will be evaluated through the accomplishment of a confidence assessment rating based on assessing performance risk.

1. This factor identifies and reviews relevant present and past performance, and then makes an overall assessment of the Government's confidence that the offeror will successfully perform this contract. The Government may utilize information from sources within and outside the government and is not limited only to those references provided by the offeror.
2. In evaluating past performance, the Government will focus on the offeror's performance record as it is relevant to all requirements of this solicitation. The Government will consider the relevancy, recency, and extent of the past performance, and the size and complexity of the past performance relative to this solicitation's requirements. More recent and relevant performance will have a greater impact on the performance confidence assessment than a less recent or relevant effort. A strong record of relevant past performance may be considered more advantageous to the Government than a "Neutral/Unknown Confidence" rating. Likewise, a more relevant favorable past performance record may receive a higher confidence rating than a less relevant record of favorable performance. In the case of an offeror without a record of relevant past performance or for whom information on past performance is not available, the offeror may not be evaluated favorably or unfavorably on past performance.
3. The Government may also consider the offeror's (this includes proposed subcontractors and proposed key personnel) past performance record with regard to staffing, quality, timeliness, performance results, business relations, degree of innovation, customer satisfaction, contract type, partnering, interaction with other contractors, centralization of back shops, phase-in, management of personnel and subcontract management.
4. Relevant Past Performance is that performance that the offeror has had with contracts for the same or similar items as this proposed contract. Factors to be considered for relevancy include contract type, size and complexity of the contract scope, and the types of vegetation controlled.

**B. Technical Proposal:** The offeror's technical approach will be evaluated through the comparison of the proposal to the solicitation requirements. A rating will be assigned based upon the evaluation criteria below. A Technically Acceptable proposal is one that receives a minimum of an acceptable score on each sub factor.

1. Technically Acceptable Contractor Experience is one that:  
Provides a brief overview of employees experience and qualifications that provides a clear insight into each proposed employee's ability, training, work history, certifications, licenses, number of years experience.
2. Technically Acceptable Equipment is one that:  
Demonstrates understanding of the solicitation by proposing at the minimum, all equipment required to successfully perform and as specified in the solicitation.
3. Technically Acceptable Field Supervision is one that:  
Provides a realistic, clear and concise field supervision plan to accomplish the solicitation.

### **C. Price Factor:**

The price factor is evaluated to determine the price is fair and reasonable. The techniques and procedures described under FAR 15.404-1(b) (Proposal Analysis Techniques) will be the primary means of assessing proposal reasonableness. If unique and innovative approaches are the basis for an abnormally low estimate, the nature of these approaches and their impact on price must be explained. The price factor will not be scored or rated.

#### **M-4 Sequence Of Events During Proposal Evaluation**

The Corps of Engineers, New Orleans District will employ a best value evaluation of the combined past performance and technical proposals to price tradeoff technique. The following describes the sequence of events offerors can expect during proposal evaluation and negotiation:

- A. All offerors will be required to prepare and submit their complete proposal submission in accordance with proposal preparation instructions. The contract team will ensure all proposals and associated evaluation documentation are safeguarded throughout the evaluation process.
  - B. Upon receipt of the designated proposal submissions, the proposal will be evaluated employing the criteria identified in this RFP. Past performance information must be submitted to the Contracting Office no later than the date shown on the SF 1449. Notification of no past performance data to submit must also reach the contracting officer by the same closing date of proposals.
  - C. The Government intends to award a contract based on initial offers without discussions. Therefore, the offeror's initial proposal should contain the offeror's best terms.
  - D. Communications with an offeror may be conducted to enhance the Government's understanding of the entire proposal, allow reasonable interpretation of the entire proposal, address adverse past performance information not previously addressed by the offeror, or facilitate the Government's evaluation process in determining a competitive range (if a competitive range determination is necessary.) Communication is not an opportunity for an offeror to provide information that was specifically requested to be presented or submitted and the offeror failed to do so. The opportunity to change a proposal is allowed only through DISCUSSIONS with those offerors determined by the contracting officer to be within the competitive range.
  - E. Although the Government reserves the right to award without discussions, if it is determined that discussions are necessary, the Government may make a competitive range determination (limited to the highest-rated proposals for efficiency purposes and for purposes of holding discussions after the initial evaluation of proposals.)
  - F. Any offerors excluded at any time during the source selection process will be afforded the opportunity to request either a pre-award or post-award debriefing. Information relating to other offerors' proposals will not be disclosed. In accordance with FAR 15.505 (Preaward Debriefing of Offerors), offerors excluded from the competitive range or otherwise excluded from the competition before award may request a pre-award debriefing by submitting a written request for debriefing to the contracting officer within three (3) days after receipt of the notice of exclusion from competition. In accordance with FAR 15.506 (Postaward Debriefing of Offerors), offerors, upon written request received by the Contracting Officer within three (3) days after the date on which offeror received notification of contract award, shall be debriefed and furnished the basis for the selection decision and contract award. Offerors are entitled to only one pre-award or post-award debriefing.
  - G. If discussions should be held, Government evaluators will issue the Evaluation Notices (ENs) to all offerors within the competitive range. The Contracting Officer (or designated representative) shall conduct all contacts with offerors. In order to expedite the acquisition process, if ENs are issued, they will be orally briefed to offerors prior to written release to ensure complete understanding by the respective offeror of the discrepancies. Offerors will be required to brief their responses, which will enable the technical evaluators to ensure they have a firm understanding of each offeror's proposal and are able to finalize their evaluations in a relatively short timeframe. Any necessary page changes to the offeror's proposal will be obtained prior to concluding discussions.
  - H. Request for Final Proposal Revisions (FPRs) will be sent by the Government to those offerors remaining in the competitive range. After receipt of FPRs, the final evaluations will be completed by Government evaluators.
- 52.212-1 (c) (Instructions to Offerors – Commercial Items) addendum: The offeror agrees to hold the prices in its offer firm for 90 calendar days from the date specified for receipt of offers

(End of Section M)

Exhibit A  
PAST PERFORMANCE QUESTIONNAIRE  
SOURCE SELECTION INFORMATION – SEE FAR 3.104  
(ONCE FILLED IN)

**Past Performance Questionnaire**

**PART 1: INSTRUCTIONS.** The company who has provided your name is participating in a Request for Proposal (RFP) with US Army Corps of Engineers New Orleans District for professional diving services. We would greatly appreciate you taking the time to complete this form.

Please provide an honest assessment and immediately return to the following address or fax not later than **11 Oct 03**.

*This completed form is to be provided directly to the address below:*

US Army Corps of Engineers  
ATTN: Gerald Sanderson (CEMVN-CT-P)      Commercial: (504) 862-1099  
PO Box 60267      FAX: (504) 862-2892  
New Orleans, LA. 70160-0267

**PART 2: GENERAL INFORMATION**

a. Company's Name and Address (Contractor and/or sub being evaluated)

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NOTE: offerer fill out before forwarding

2. Respondent Organization Name and Address

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3. a. Evaluator's Name

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Evaluator's involvement with contractor:

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c. Title/Telephone Number: \_\_\_\_\_

4. Contract Number \_\_\_\_\_

5. Contract Value (Basic and Options)

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6. Award Date \_\_\_\_\_

8. Contract Type: Firm Fixed Price (FFP) \_\_\_\_\_

Cost Plus Award Fee (CPAF)\_\_\_\_\_

Note: If an award fee contract, please provide a synopsis of available award fee pool and percentage of that pool awarded the contractor each evaluation period over the life of the contract.

Brief description of YOUR contract requirements including acreage treated, types of vegetation controlled, locations of performance and the number of annual performance days:

Approximate value of services performed under this contract

11. Type and extent of any subcontracting support:

[illegible]

Exhibit A  
PAST PERFORMANCE QUESTIONNAIRE  
SOURCE SELECTION INFORMATION – SEE FAR 3.104  
(ONCE FILLED IN)

**PART THREE: PERFORMANCE RATING.** Please summarize performance in each of the rating factors. Determine the rating that most nearly represents your experience with this company and indicate your assessment by placing the appropriate rating in the space provided. Please include descriptive comments to supplement ratings provided. Ratings are defined below and should be used as a reference in assessing performance.

**Rating “E” for Exceptional** – Performance meets contractual requirements and exceeds many to the Government’s benefit. The contractual performance of the element or sub-element being assessed was accomplished with few minor problems for which corrective actions taken by the contractor were highly effective.

**Rating “G” for Very Good** – Performance meets contractual requirements and exceeds some to the Government’s benefit. The contractual performance of the element or sub-element being assessed was accomplished with some minor problems for which corrective actions taken by the contractor were effective.

**Rating “S” for Satisfactory** – Performance meets contractual requirements. The contractual performance of the element or sub-element contains some minor problems for which corrective actions taken by the contractor appear or were satisfactory.

**Rating “M” for Marginal** – Performance does not meet some contractual requirements. The contractual performance of the element or sub-element being assessed reflects a serious

problem for which the contractor has not yet identified corrective actions. The contractor’s proposed actions appear only marginally effective or were not fully implemented.

**Rating “U” for Unsatisfactory** – Performance does not meet most contractual requirements and recovery is not likely in a timely manner. The contractual performance of the element or sub-element contains serious problem(s) for which the contractor’s corrective action appear or were ineffective.

**Rating “N/A” for Not Applicable** - was not required to perform in this area.

\_\_\_\_ 1. Preparation, use and quality of contractor’s internal Quality Control plan/program in identifying, correcting, and preventing problems.

\_\_\_\_ 2. Were the safety rules, regulations and practices properly followed?

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\_\_\_\_ 3. How many accident/incident reports were filed for the duration of the contract?

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\_\_\_\_ 4. Was there an unusually high turnaround rate in management employees?

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Exhibit A  
PAST PERFORMANCE QUESTIONNAIRE  
SOURCE SELECTION INFORMATION – SEE FAR 3.104  
(ONCE FILLED IN)

\_\_\_5. Did the spraying teams report on time with proper working equipment?

\_\_\_\_\_

\_\_\_6. Was the contractor able to consistently maintain a qualified and experienced workforce to perform necessary services?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_7. Did the contractor respond timely and effectively to unexpected changes and emergency requirements?

\_\_\_8. Did the contractor respond timely and effectively in resolving poor performance problems associated with its employees?

\_\_\_9. How would you rate contractor's adherence to contract/delivery schedules?

\_\_\_10. Were reports & documentation submitted timely and in a professional manner?

\_\_\_11. Prompt response to technical direction & change orders?

\_\_\_12. Timely responses to resolving problems?

COMMENTS:

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\_\_\_\_\_

\_\_\_13. Effectiveness of Project Manager

\_\_\_14. Effectiveness of Management/Field Supervision with geographically separated personnel

\_\_\_15. Recruiting, training and retention of staff maintained to service contract at required levels of performance

\_\_\_a. Recruiting, training and retention of staff considered a management problem

\_\_\_b. Recruiting, training and retention of staff considered a regional problem

\_\_\_16. The problem, if any, experienced with recruiting, training and retention was in the staffing area(s) of \_\_\_\_\_?

\_\_\_17. The specific issues surrounding problems experienced with recruiting, training, and retention were \_\_\_\_\_

\_\_\_\_\_

Exhibit A  
PAST PERFORMANCE QUESTIONNAIRE  
SOURCE SELECTION INFORMATION – SEE FAR 3.104  
(ONCE FILLED IN)

COMMENTS:

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Would you award another contract to this company? Why?

Yes

No

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ADDITIONAL COMMENTS (PRO AND CON)

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PART FOUR: EVALUATOR'S CERTIFICATION:

I HEREBY CERTIFY THAT THE INFORMATION IN THIS FORM IS ACCURATE AND COMPLETE TO THE BEST OF MY KNOWLEDGE.

\_\_\_\_\_  
Signature of Evaluator

\_\_\_\_\_  
Date

\_\_\_\_\_  
Title of Evaluator